

# EXHIBIT

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**From:** Jobbie Flowers[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=1DE008C7EB0D47F098DB2C79C750643A-FLOWEJOB]  
**Location:** MC-San Angel Room 491 <na.mc-san.angel.-rm.491@electrolux.com>  
**Importance:** Normal  
**Subject:** Tentative: One-on-one  
**Start Time:** Mon 9/23/2019 10:30:00 AM (UTC-04:00)  
**End Time:** Mon 9/23/2019 11:00:00 AM (UTC-04:00)  
**Required Attendees:** Kopal Rawat

Good Morning Kopal,

I think we will require a mediator in all of our one-on-one's going forward. I think this will prevent any miscommunication that can sometimes lead to confusion on both ends. An Electrolux mediator or external party may be the best option but I would like to consult with HR to see what options are available. I was the Chairperson for the Diversity and Inclusion Network at Hewitt for two years. Also, as you know, I am a community activist in both Mecklenburg and Forsyth County so I have some experience handling these types of situations.

Please let me know who I should reach out to in HR in Alexa's absence.

Thank you for your understanding.

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